

Section II - Category Results – This section details the individual questions that make up each category and the percentage of individuals responding positively. “Positive” responses include both “Strongly Agree” and “Agree” responses.

Results for: National Park Service

Best Places to Work Category			
Question	Category Score	Percent Positive (2014)	
		NPS	DOI GOVT
40	I recommend my organization as a good place to work.	58%	60% 62%
69	Considering everything, how satisfied are you with your job?	60%	64% 64%
71	Considering everything, how satisfied are you with your organization?	50%	54% 55%

Employee Skills/Mission Match Category			
Question	Category Score	Percent Positive (2014)	
		NPS	DOI GOVT
4	My work gives me a feeling of personal accomplishment.	72%	72% 70%
5	I like the kind of work I do.	85%	85% 82%
11	My talents are used well in the workplace.	52%	56% 57%
12	I know how my work relates to the agency's goals and priorities.	80%	81% 82%
13	The work I do is important.	91%	89% 90%

Teamwork Category			
Question	Category Score	Percent Positive (2014)	
		NPS	DOI GOVT
20	The people I work with cooperate to get the job done.	68%	71% 72%
26	Employees in my work unit share job knowledge with each other.	69%	70% 72%
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	42%	45% 50%

Pay Category			
Question	Category Score	Percent Positive (2014)	
		NPS	DOI GOVT
70	Considering everything, how satisfied are you with your pay?	54%	58% 56%

Work/Life Balance Category			
Question	Category Score	Percent Positive (2014)	
		NPS	DOI GOVT
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	27%	36% 45%
10	My workload is reasonable.	40%	46% 57%
42	My supervisor supports my need to balance work and other life issues.	78%	81% 77%

Training/Development Category		Percent Positive (2014)		
Question	Category Score	NPS	DOI	GOVT
1	I am given a real opportunity to improve my skills in my organization.	55%	60%	59%
2	I have enough information to do my job well.	62%	67%	69%
18	My training needs are assessed.	39%	45%	50%
68	How satisfied are you with the training you receive for your present job?	41%	47%	50%

Support for Diversity Category		Percent Positive (2014)		
Question	Category Score	NPS	DOI	GOVT
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	47%	53%	56%
45	My supervisor is committed to a workforce representative of all segments of society.	65%	65%	66%
55	Supervisors work well with employees of different backgrounds.	57%	60%	63%

Strategic Management Category		Percent Positive (2014)		
Question	Category Score	NPS	DOI	GOVT
21	My work unit is able to recruit people with the right skills.	36%	37%	41%
27	The skill level in my work unit has improved in the past year.	46%	49%	51%
29	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	60%	65%	69%
57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	44%	49%	58%

Effective Leadership - Leader Category		Percent Positive (2014)		
Question	Category Score	NPS	DOI	GOVT
53	In my organization, leaders generate high levels of motivation and commitment in the workforce.	31%	32%	38%
54	My organization's leaders maintain high standards of honesty and integrity.	46%	47%	50%
61	I have a high level of respect for my organization's senior leaders.	43%	44%	50%
64	How satisfied are you with the information you receive from management on what's going on in your organization?	41%	43%	46%

Section IV: Demographic Results - This section provides the percentages of respondents endorsing each demographic response option.

Results for: National Park Service

D-1. Where do you work?		
Headquarters	44%	
Field	56%	
D-2. What is your supervisory status?		
Non-Supervisor	43%	
Team Leader	16%	
Supervisor	24%	
Manager	15%	
Executive	1%	
D-3. Are you:		
Male	55%	
Female	45%	
D-4. Are you Hispanic or Latino?		
Yes	6%	
No	94%	
D-5. Please select the racial category or categories with which you most closely identify.		
American Indian or Alaska Native	2%	
Asian	1%	
Black or African-American	6%	
Native Hawaiian or Other Pacific Islander	1%	
White	87%	
Two or more races (Not Hispanic or Latino)	4%	
D-6. What is the highest degree or level of education you have completed?		
Less than High School	<1%	
High School Diploma/GED or equivalent	6%	
Trade or Technical Certificate	3%	
Some College	13%	
Associate's Degree	8%	
Bachelor's Degree	39%	
Master's Degree	26%	
Doctoral/Professional Degree	4%	
D-7. What is your pay category/grade?		
Federal Wage System	11%	
GS 1-6	8%	
GS 7-12	62%	
GS 13-15	18%	
Senior Executive Service	<1%	
Senior Level (SL) Scientific or Professional (ST)	0%	
Other	1%	
D-8. How long have you been with the Federal Government (excluding military service)?		
Less than 1 year	<1%	
1 to 3 years	4%	
4 to 5 years	8%	
6 to 10 years	15%	
11 to 14 years	15%	
15 to 20 years	16%	
More than 20 years	42%	
D-9. How long have you been with your current agency?		
Less than 1 year	<1%	
1 to 3 years	7%	
4 to 5 years	11%	
6 to 10 years	18%	
11 to 20 years	29%	
More than 20 years	35%	
D-10. Are you considering leaving your organization within the next year, and if so, why?		
No	63%	
Yes, to retire	8%	
Yes, to take another job in the Federal Government	19%	
Yes, to take another job outside the Fed. Government	4%	
Yes, other	6%	
D-11. I am planning to retire:		
Within one year	5%	
Between one and three years	11%	
Between three and five years	12%	
Five or more years	72%	
D-12. Do you consider yourself to be:		
Heterosexual or straight	80%	
Gay, Lesbian, Bisexual or Transgender	4%	
I prefer not to say	15%	
D-13. What is your US military service status?		
No Prior Military Service	81%	
Currently in National Guard or Reserves	1%	
Retired	4%	
Separated or Discharged	14%	
D-14. Are you an individual with a Disability?		
Yes	10%	
No	90%	